

## ENVISION A CULTURE OF WELLBEING

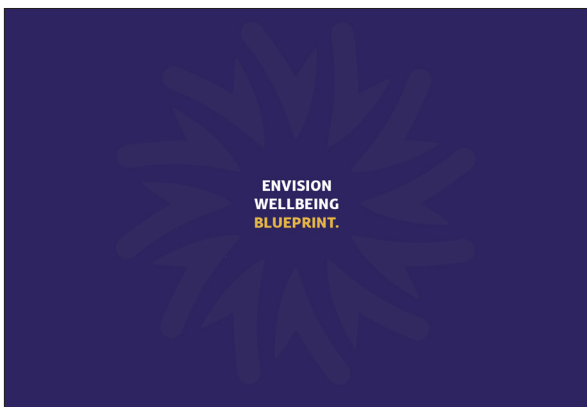
The fastest way to drive results with wellbeing is to think *outside* of HR, benefits, and total rewards teams. Change happens when culture – and leaders – support healthy behavior. Can you **envision** wellbeing integrated into your company's DNA?

WellSpark's Advisory Practice helps companies shift from traditional wellness programs to innovative wellbeing solutions that permeate the entire organization.

## HELP US UNDERSTAND YOUR PEOPLE PRACTICES

Through a guided conversation, we'll use high-mileage questions to dig into people and culture concepts that are integration points for wellbeing strategy, all with the intent to engage employees toward a more enduring well. We ask questions like:

- **How would you describe** your employee population to someone who doesn't know anything about your company?
- **What strategies** are currently working for driving behavior change within your employee population?
- **How do your leaders** behave under pressure?
- **What social and professional "norms"** exist that drive behavior within your company?



## GET A CUSTOMIZED PLAN FOR CULTIVATING A CULTURE OF WELLBEING

After the guided conversation, you'll receive a customized Envision Wellbeing Blueprint, which contains a highly-actionable plan aligned with your company's people strategies. **Envision** a life-dimensional focus on improving employees' health, as well as other business challenges associated with wellbeing.

PHASE 1: It's Almost Time to Get in the Game					
ACTION	DETAILS	TIMELINE	DECISIONS MADE BY SETBACK	OWNER	
Wellbeing Strategy	Develop a wellbeing strategy that aligns with business goals and employee needs.	Q3 2022	1. What are the key business goals? 2. What are the employee needs?	HR	
Wellbeing Goals	Define clear, measurable wellbeing goals that align with business objectives.	Q3 2022		HR	
Wellbeing Budget	Allocate resources for wellbeing initiatives based on business priorities.	Q3 2022		HR	
Wellbeing Communication	Communicate the wellbeing strategy and goals to all employees.	Q3 2022		HR	
Wellbeing Measurement	Establish metrics to track the effectiveness of the wellbeing strategy.	Q3 2022		HR	
Wellbeing Evaluation	Review the wellbeing strategy and make adjustments as needed.	Q3 2022		HR	

PHASE 2: Game On					
ACTION	DETAILS	TIMELINE	DECISIONS MADE BY SETBACK	OWNER	
Wellbeing Strategy	Develop a wellbeing strategy that aligns with business goals and employee needs.	Q3 2022	1. What are the key business goals? 2. What are the employee needs?	HR	
Wellbeing Goals	Define clear, measurable wellbeing goals that align with business objectives.	Q3 2022		HR	
Wellbeing Budget	Allocate resources for wellbeing initiatives based on business priorities.	Q3 2022		HR	
Wellbeing Communication	Communicate the wellbeing strategy and goals to all employees.	Q3 2022		HR	
Wellbeing Measurement	Establish metrics to track the effectiveness of the wellbeing strategy.	Q3 2022		HR	
Wellbeing Evaluation	Review the wellbeing strategy and make adjustments as needed.	Q3 2022		HR	

PHASE 2A: Game Continues					
ACTION	DETAILS	TIMELINE	DECISIONS MADE BY SETBACK	OWNER	
Wellbeing Strategy	Develop a wellbeing strategy that aligns with business goals and employee needs.	Q3 2022	1. What are the key business goals? 2. What are the employee needs?	HR	
Wellbeing Goals	Define clear, measurable wellbeing goals that align with business objectives.	Q3 2022		HR	
Wellbeing Budget	Allocate resources for wellbeing initiatives based on business priorities.	Q3 2022		HR	
Wellbeing Communication	Communicate the wellbeing strategy and goals to all employees.	Q3 2022		HR	
Wellbeing Measurement	Establish metrics to track the effectiveness of the wellbeing strategy.	Q3 2022		HR	
Wellbeing Evaluation	Review the wellbeing strategy and make adjustments as needed.	Q3 2022		HR	

PHASE 3: Overtime (evaluate Summer 2022)					
ACTION	DETAILS	TIMELINE	DECISIONS MADE BY SETBACK	OWNER	
Wellbeing Strategy	Develop a wellbeing strategy that aligns with business goals and employee needs.	Q3 2022	1. What are the key business goals? 2. What are the employee needs?	HR	
Wellbeing Goals	Define clear, measurable wellbeing goals that align with business objectives.	Q3 2022		HR	
Wellbeing Budget	Allocate resources for wellbeing initiatives based on business priorities.	Q3 2022		HR	
Wellbeing Communication	Communicate the wellbeing strategy and goals to all employees.	Q3 2022		HR	
Wellbeing Measurement	Establish metrics to track the effectiveness of the wellbeing strategy.	Q3 2022		HR	
Wellbeing Evaluation	Review the wellbeing strategy and make adjustments as needed.	Q3 2022		HR	

Talk to an Advisory Practice Lead to arrange your organization's unique experience.

